



Achieve more than **YOU BELIEVE**

Discovery – Vitality Group

Senior Systems Analyst

About Discovery

Discovery's core purpose is to make people healthier and to enhance and protect their lives. We seek out and invest in exceptional individuals who understand and support our core purpose, and whose own values align with those of Discovery. Our fast-paced and dynamic environment enables smart, self-driven people to be their best. As global thought leaders, Discovery is passionate about innovating in order to not only achieve financial success, but to ignite positive and meaningful change within our society.

About Vitality Group

Vitality Group, a subsidiary of Discovery Limited is responsible for the expansion of the Vitality Shared-Value Insurance business model beyond South Africa and the UK, serving to fully leverage the assets and intellectual property of Discovery beyond its primary markets. The business forms equity or contractual partnerships with leading global insurers to integrate Vitality and shared value with partner's insurance and financial services products in the markets where they operate. Vitality Group also operates a business providing wellness solutions to employer groups in the United States. Vitality Health International, a business unit within Vitality Group coordinates and focuses on resource allocation to Discovery's emerging, global health insurance initiatives. Vitality Group is also responsible for Discovery's 25 percent equity investment in Ping An Health, the largest comprehensive medical insurer in China.

To date, Vitality Group's businesses jointly reach more than 27 million unique lives across 38 markets (Argentina, Austria, Australia, Brazil, Canada, Czech Republic, China, Democratic Republic of Congo, Ecuador, France, Germany, Ghana, Hong Kong, Indonesia, Italy, Japan, Kenya, Macao, Malaysia, Mexico, Netherlands, New Zealand, Nigeria, Pakistan, Philippines, Poland, Portugal, Saudi Arabia, Singapore, South Korea, Spain, Sri Lanka, Thailand, the United States, Vietnam and Zambia) as well as our primary markets in South Africa and the United Kingdom.

Key Purpose

Understand the business requirements, and through a structured process, document, validate and translate it into functional specifications that are used by developers to develop a technical solution. Test and validate the functionality of the technical solution against the business requirements. Ensure that the business requirements are delivered in the implemented solution. Interface between the business customer and the development team with regards to the business, non-functional and functional requirements.

Areas of responsibility may include but not limited to;

Analysis, Documentation & Design Skills

- Business and technical requirements gathering and analysis thereof, and ensuring requirements and expectations are met, and that all possible scenarios are covered.
- Formulation of analysis documentation, Functional Specifications, Interface Specifications, and prototypes in accordance with industry standards and team best practices.
- Perform analysis on system interfaces and create corresponding interface specifications.
- Introduction of Business Process improvements, and formulation of Process Diagrams.
- Provide support to business in implementing effective and efficient solutions.
- Define application problem by conferring with clients, evaluating procedures and processes.
- Implement, configure, and test feasible solutions, and evaluate alternative workflow solutions.
- Analyze, model, and interpret data using different tools and techniques.
- Pursue enquiries with clients to understand the 'why' rather than the 'what' of the business request.
- Challenge the business in their thinking, and develop alternative proposals, to ensure that the intent of the business requirement is met.
- Ensure the solution architecture is aligned with the business and functional requirements.

Facilitation Skills

- Conduct Functional Specification walkthroughs with developers.
- Facilitate client-walkthrough JAD sessions, and sign-off of Functional Specifications with business owners to ensure Business Requirements have been met.

Technical Skills

- Good understanding of UML, specifically:
 - Use Case Diagrams & Narratives
 - Sequence Diagrams
 - Activity Diagrams
 - Entity Relationship Diagrams

Project & Management Skills

- Plan delivery with the Development Manager and Scrum Master.
- Co-ordinate activities within the development team, and with other departments.
- Engage with external 3rd-parties (e.g. device manufacturers, product vendors) and internal teams for the delivery of projects, as well as for regular touch-bases.

- Formulate Work Breakdown Structures (including sizing) for projects and Change Requests.
- Drive projects from ideation to completion and ensure successful delivery of these projects.
- Provide regular feedback to Manager with regards to QC's and Unit testing progress.
- Monitor roll-out and go-live and attend to any support issues and enhancements identified by business post go-live.

Testing Skills

- Creation, review, maintenance and execution of test cases, scenarios, and results.
- Functional Testing of delivered functionality against gathered business requirements and test cases and scenarios.
- Non-functional testing including security, usability, performance, and reliability testing as per team best practices and standards.
- Defect management and regression testing (where applicable), including providing input into the generation of automated test scenarios.

Support & Troubleshooting Skills

- Escalation and management of issues identified during a project / BAU.
- Production log analysis & management including root cause analysis.
- Problem resolution and troubleshooting.
- Identify options for potential solutions and assess them for both technical and business suitability.
- Work closely with developers, testers, and a variety of end-users to ensure technical compatibility and user satisfaction.

Progression Skills

- Updates job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations.

Personal Attributes and Skills

Behavioral Skills:

- Stress Management
- Time management and prioritization
- Learning orientation
- Innovation
- Bias for action
- Teamwork and co-operation
- Critical thinking
- Strong analytical and problem-solving skills
- Navigate ambiguity and complexity

Technical Skills:

- BPMN 2.0
- UML Modelling

- Data modelling (minimum being able to understand these. Intermediate and Senior Systems Analysts must be able to model data)
- Use Cases
- High standards for delivery
- Requirements definition
- User Story definition
- Web-services exposure
- Agile project delivery
- Structured and analytical problem solver
- Process Mapping
- Coaching and mentor to junior teammates
- Understanding of JIRA and Agile principles

Advantageous:

- Experience with Sparx Enterprise Architect, Rational Rose, or similar.
- Experience in Software Development.
- Experience with API's.

Other:

- Overtime may be required from time to time

Education and Experience

Required:

- NQF Level 5: Certified in a 3-year National Diploma, BSc Computer Science, or BCom Information Systems (or similar).
- Advanced UML or BPMN course would be advantageous.
- Business Analyst Certification, Diploma, or Advanced BA Qualification is advantageous.

Experience:

- Minimum of 7 years' experience in Technical Systems Analysis and Integration.
- Experience in Data Analysis.
- Experience in Agile (breaking down Epics into smaller User Stories, estimating, and writing User Stories).

Employment Equity

The Company's approved Employment Equity Plan and Targets will be considered as part of the recruitment process. As an Equal Opportunities employer, we actively encourage and welcome people with various disabilities to apply.